

SECTION 4.65:
PROVISIONS IN THE 2013-2015 AFSCME COLLECTIVE BARGAINING AGREEMENT
APPLICABLE TO TEMPORARY AND SEASONAL EMPLOYEES WHO BECOME COVERED BY THE AGREEMENT
Last update: 05/14

Applicable? (Yes/No)	Benefit/Right	Contract Reference
Yes	Dues Deductions	Article II
Yes	Union Leave	Article II
Yes	Union Conventions/Conferences	Article II
Yes	New Employee Orientation	Article II
Yes	Grievance Procedure	Article IV
Yes	Representation	Article IV
Yes	Just Cause Discipline/Discharge	Article IV
No	Accrue Seniority	Article V
No	Layoff Procedures (bumping, recall)	Article VI
No	Transfer	Article VII
Yes	Work Schedules	Article VIII
Yes	Overtime	Article VIII
Yes	Meal Periods	Article VIII
Yes	Rest Periods	Article VIII
Yes	Wash-Up Time	Article VIII
Yes	Shift Differential	Article VIII
Yes	Standby Time	Article VIII
Yes	Call-back Time	Article VIII
Yes	Travel between Work Sites	Article VIII
Yes	Scheduling of Volunteer Emergency Personnel	Article VIII
Yes	Volunteer Firefighters	Article VIII
Yes	Med Passer Differential	Article VIII
Yes	Wages - ATBs	Article IX
No	Wages - Merit Increases	Article IX
No	Deferred Compensation	Article IX
No	Pre-Tax Benefits	Article IX
No	Health Insurance	Article IX
No	Dental Insurance	Article IX
Yes	Worker's Compensation	Article IX
No	Life Insurance	Article IX
No	LTD Insurance	Article IX
No	Leave Accruals (Sick/Vacation)	Article IX
Yes	Holidays/Holiday Premium Pay	Article IX
No	Catastrophic Illness Contributions	Article IX
Yes	Travel and Lodging	Article IX
No	Unpaid Leaves of Absence (e.g. parental, military, educational, medical, FMLA)	Article X
No	Rights upon return from unpaid leaves of absence	Article X
No	FMLA - Reserve Vacation	Article X
No	Paid Leaves of Absence (i.e. voting, jury duty, court appearance, educational)	Article X
Yes	Special Expenses	Article XI
Yes	Payment of Moving Expenses	Article XI
No	Tuition and Related Reimbursements	Article XI

Applicable? (Yes/No)	Benefit/Right	Contract Reference
Yes	Severe Weather (30 minute credit)	Article XI
Yes	Training	Article XI
Yes	EAP	Article XI
Yes	Performance Evaluations	Article XI
Yes	Protective Clothing	Article XII
Yes	Uniforms	Article XII
Yes	Safety Shoes and Safety Glasses	Article XII
Yes	Damage to Personal Items	Article XII